

**The 2023 Budget vs. Actual Report and Revised Budget for 2024  
For the Mission of The Episcopal Church in the Diocese of New Jersey**

Category/Line Item	2023 Approved Budget		Actual To-Date 09/30/23	2023 Budget Variance	2024 Preliminary Budget		2024 Revised Budget		
<b>REVENUES</b>									
1	Marks of Mission Giving	3,666,486					3,896,486	3,726,814	
1a	<i>Minus: Anticipated Shortfall in MoM Giving Pledges</i>	850,687					796,486	902,935	
1b	MoM Giving Pledge Income	2,815,799	61.4%	1,672,304	1,143,495	3,100,000	71.8%	2,823,879	71.4%
2	Trust Income	350,736	7.6%	214,484	136,252	310,000	7.2%	310,000	7.8%
2a	Designated Funds	96,295	2.1%	47,515	48,780	86,000	2.0%	86,000	2.2%
3	Available Surplus	-	0.0%	-	-	-	0.0%	-	0.0%
4	Other Revenue	-	0.0%	132	(132)	-	0.0%	-	0.0%
6	Trustee Grants - Ministry Support	1,212,168	26.4%	1,009,126	203,042	819,043	19.0%	734,937	18.6%
6d	Trustee Grants - Episcopal Search & Transition	110,000	2.4%	82,500	27,500	-	0.0%	-	0.0%
<b>Total Revenues</b>		<b>4,584,998</b>	<b>100.0%</b>	<b>3,026,061</b>	<b>1,558,937</b>	<b>4,315,043</b>	<b>100.0%</b>	<b>3,954,816</b>	<b>100.0%</b>
<b>EXPENDITURES</b>									
<i>Diocesan Priorities</i>									
10	Mission Congregations	570,500		427,875	142,625	550,000		475,000	
20	The Episcopal Church	581,425		436,069	145,356	571,760		300,000	
<i>Social &amp; Ethnic Ministry</i>									
31	Migrant Ministry	500		-	500	500		200	
32	Anti-Racism	11,650		4,386	7,264	9,500		14,100	
33	Hispanic Commission	7,000		4,990	2,010	12,000		12,000	
35	Global Development Goals	16,000		-	16,000	16,000		15,000	
40	Trinity Cathedral	150,000		112,500	37,500	150,000		150,000	
50	Diocesan Communications	24,200		12,897	11,303	24,200		24,200	
55	Archival Expenses	6,000		3,393	2,607	5,500		8,000	
65	Ministry with Older Adults	500		-	500	500		200	
70	Jubilee Ministries	3,500		1,164	2,336	3,200		3,500	
75	Episcopal Church Women (ECW)	2,000		100	1,900	1,700		1,600	
80	Reparations Commission	50,000		20,307	29,693	45,000		43,850	
85	Commission on Black Ministry	6,000		1,583	4,417	5,500		5,000	
<i>Youth &amp; Young Adults</i>									
90	Youth Activities	35,000		6,504	28,496	35,000		30,000	
95	Young Adult Ministry	1,200		-	1,200	1,000		1,000	
<b>Subtotals - Diocesan Priorities</b>		<b>1,465,475</b>	<b>32.0%</b>	<b>1,031,768</b>	<b>433,707</b>	<b>1,431,360</b>	<b>33.2%</b>	<b>1,083,650</b>	<b>27.4%</b>

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<b><i>Congregational Development</i></b>									
100 Congregational Development	30,000		19,970	10,030		30,000		10,000	
103 Pastoral Response	15,000		-	15,000		15,000		7,500	
<i>Congregational Ministries</i>									
110 Stewardship	3,000		1,799	1,201		3,000		3,000	
111 Lifelong Christian Formation	4,000		2,808	1,192		4,000		3,000	
Adult Christian Formation								3,000	
112 Commission on Liturgy & Music	2,000		3,460	(1,460)		2,000		2,000	
114 Ministry with the Disabled	4,000		1,865	2,135		4,000		4,000	
117 Recovery Ministries	500		-	500		500		200	
<b>Subtotals - Congregational Development</b>	<b>58,500</b>	<b>1.3%</b>	<b>29,902</b>	<b>28,598</b>		<b>58,500</b>	<b>1.4%</b>	<b>32,700</b>	<b>0.8%</b>
<b><i>Ministry Development</i></b>									
<i>Priests</i>									
200 Committee on the Priesthood	31,750		3,600	28,150		31,750		31,750	
202 COP Internship Program	4,000		-	4,000		3,000		3,000	
204 Clergy Development/Clergy Days	5,000		1,295	3,705		5,000		5,000	
204a Fresh Start	2,000		1,860	140		2,000		2,000	
205 Transition Ministry (formerly Clergy Deployment)	8,000		-	8,000		-		5,000	
<i>Deacons</i>									
209 School for Ministry	36,000		26,926	9,074		36,000		37,200	
210 Committee on the Diaconate	9,050		428	8,622		9,050		8,925	
211 Deacons Council	2,725		(198)	2,923		2,725		2,450	
<i>Laity</i>									
220 Ministry Institute	750		100	650		750		-	
<b>Subtotals - Ministry Development</b>	<b>99,275</b>	<b>2.2%</b>	<b>34,011</b>	<b>65,264</b>		<b>90,275</b>	<b>2.1%</b>	<b>95,325</b>	<b>2.4%</b>
<b><i>Diocesan Gatherings</i></b>									
<i>Within the Diocese</i>									
400 Diocesan Convention	20,000		23,963	(3,963)		20,000		20,000	
401 Clergy Conference	5,000		(5,846)	10,846		5,000		5,000	
402 Lay Leader Conferences	2,000		-	2,000		2,000		2,000	
<i>Within the Larger Church</i>									
410 Lambeth	1,000		-	1,000		1,000		1,000	
411 House of Bishops/College for Bishops	6,000		3,110	2,890		6,000		8,000	
412 General Convention/ECW Triennium/Deputies of Color Conf.	25,000		-	25,000		26,000		-	
<b>Subtotals - Diocesan Gatherings</b>	<b>59,000</b>	<b>1.3%</b>	<b>21,227</b>	<b>37,773</b>		<b>60,000</b>	<b>1.4%</b>	<b>36,000</b>	<b>0.9%</b>

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<b>Programs &amp; Covenants</b>									
500 Province II Covenant	8,500		-	8,500		8,500		8,500	
501 Ecumenism	1,500		-	1,500		1,500		1,500	
502 Companion Diocese	12,000		3,790	8,210		12,000		9,500	
504 Episcopal Mental & Spiritual Health Ministry	5,400		-	5,400		5,000		1,000	
<b>Subtotals - Programs &amp; Covenants</b>	<b>27,400</b>	<b>0.6%</b>	<b>3,790</b>	<b>23,610</b>		<b>27,000</b>	<b>0.6%</b>	<b>20,500</b>	<b>0.5%</b>
<b>Diocesan Staff</b>									
<i>The Bishop of New Jersey</i>									
600 Salary & Housing	259,201		225,880			200,000		206,400	
601 SECA	19,829		14,527			15,300		15,790	
601a Subtotal Compensation - Bishop of NJ	279,030		240,407	38,623		215,300		222,190	
602 Continuing Education	3,125		-	3,125		2,500		2,500	
603 Professional Allowance	8,750		2,063	6,687		5,000		5,000	
604 Transportation	12,500		2,228	10,272		7,500		7,500	
<b>Subtotals - Bishop of New Jersey</b>	<b>303,405</b>		<b>244,698</b>	<b>58,707</b>		<b>230,300</b>		<b>237,190</b>	
606 Visiting Bishops	1,000		-	1,000		1,000		1,000	
<i>The Canon to the Ordinary</i>									
620 Salary & Housing	100,000		76,923			100,000		105,000	
621 SECA	7,650		5,885			7,650		8,033	
621a Subtotal Compensation - CTO	107,650		82,808	24,842		107,650		113,033	
622 Continuing Education	2,000		-	2,000		2,000		2,000	
623 Professional Allowance	2,500		-	2,500		2,500		2,500	
624 Transportation	2,500		600	1,900		2,500		2,500	
<b>Subtotals - Canon to the Ordinary</b>	<b>114,650</b>		<b>83,408</b>	<b>31,242</b>		<b>114,650</b>		<b>120,033</b>	
<i>The Chief Operating Officer</i>									
625 Salary	124,748		95,960	28,788		124,748		129,000	
626 Social Security	9,543		7,341	2,202		9,543		9,869	
627 Continuing Education	2,500		-	2,500		2,500		2,500	
628 Professional Allowance	2,500		2,324	176		2,500		2,500	
629 Transportation	1,000		42	958		1,000		1,000	
<b>Subtotals - Chief Operating Officer</b>	<b>140,291</b>		<b>105,667</b>	<b>34,624</b>		<b>140,291</b>		<b>144,869</b>	

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<i>The Chief Financial Officer</i>					
630 Salary	120,000	79,885	40,115	120,000	-
631 Social Security	9,180	6,073	3,107	9,180	-
632 Continuing Education	2,500	-	2,500	2,500	-
633 Professional Allowance	2,500	-	2,500	2,500	-
634 Transportation	1,000	-	1,000	1,000	-
<b>Subtotals - Chief Financial Officer</b>	<b>135,180</b>	<b>85,958</b>	<b>49,222</b>	<b>135,180</b>	<b>-</b>
<i>The Canon for Congregations</i>					
Salary & Housing	-	-	-	-	90,000
SECA	-	-	-	-	6,885
<b>Subtotals - Canon for Congregations</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>96,885</b>
<i>The Canon for Hispanic Ministry</i>					
640 Salary & Housing	100,000	76,923	23,077	100,000	100,000
641 SECA	7,650	5,885	1,765	7,650	7,650
641a Subtotal Compensation - Canon for Hispanic Ministry	107,650	82,808	24,842	107,650	107,650
642 Travel Allowance	10,000	7,135	2,865	10,000	10,000
643 Professional Allowance	2,500	4,222	(1,722)	2,500	2,500
644 Continuing Education	5,000	-	5,000	5,000	5,000
<b>Subtotals - Canon for Hispanic Ministry</b>	<b>125,150</b>	<b>94,165</b>	<b>30,985</b>	<b>125,150</b>	<b>125,150</b>
<i>The Hispanic Administrator</i>					
640 Salary & Housing	-	-	-	-	12,000
641 SECA	-	-	-	-	918
<b>Subtotals - Hispanic Administrator</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>12,918</b>
<i>The Canon for Formation &amp; Vocations</i>					
Salary & Housing	-	-	-	-	90,000
SECA	-	-	-	-	6,885
<b>Subtotals - Canon for Formation &amp; Vocations</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>96,885</b>
<i>The Missioner for Lifelong Christian Formation</i>					
Salary & Housing	-	-	-	-	15,000
SECA	-	-	-	-	1,148
<b>Subtotals - Missioner for Lifelong Christian Formation</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>16,148</b>
<i>Canon Missioner for Youth &amp; Young Adults</i>					
650 Salary & Housing	31,350	24,115	7,235	31,350	26,832
Social Security	-	-	-	-	2,053
653 Transportation	3,500	-	3,500	3,500	3,500
<b>Subtotals - Canon Miss. Youth &amp; Young Adults</b>	<b>34,850</b>	<b>24,115</b>	<b>10,735</b>	<b>34,850</b>	<b>32,385</b>

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The Canon for Black Ministries					
656 Salary & Housing	100,000	70,472	29,528	100,000	90,000
SECA	7,650	8,798	(1,148)	7,650	6,885
<b>Subtotal Compensation - Canon for Black Ministries</b>	<b>107,650</b>	<b>79,270</b>	<b>28,380</b>	<b>107,650</b>	<b>96,885</b>
Continuing Education	3,500	-	3,500	2,000	2,000
Professional Allowance	2,500	-	2,500	2,500	2,500
657 Transportation	2,000	-	2,000	3,500	3,500
<b>Subtotals - Canon for Black Ministries</b>	<b>115,650</b>	<b>79,270</b>	<b>36,380</b>	<b>115,650</b>	<b>104,885</b>
Missioner for Black Ministries					
656 Salary & Housing	-	-	-	-	15,000
SECA	-	-	-	-	1,148
<b>Subtotals - Missioner for Black Ministries</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>16,148</b>
Missioner for Evangelism & Social Media					
660 Salary	69,779	53,676	16,103	69,779	72,240
661 Social Security	5,338	4,106	1,232	5,338	5,526
662 Travel Allowance	3,500	-	3,500	3,500	3,500
663 Professional Allowance	1,000	-	1,000	1,000	1,000
<b>Subtotals - Missioner for Evangelism &amp; Social Media</b>	<b>79,617</b>	<b>57,782</b>	<b>21,835</b>	<b>79,617</b>	<b>82,266</b>
Missioner for Communications Technology					
Salary	-	-	-	-	35,000
Social Security	-	-	-	-	2,678
<b>Subtotals - Missioner for Communications Technology</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>37,678</b>
Canon for Congregational Development & Mission					
670 Salary & Housing	109,936	84,566	25,370	109,936	-
671 Social Security	8,410	6,469	1,941	8,410	-
671a Subtotal Compensation - Canon for CD&M	118,346	91,035	27,311	118,346	-
672 Travel Allowance	2,500	1,160	1,340	2,000	-
673 Professional Allowance	2,000	464	1,536	2,500	-
674 Continuing Education	2,500	2,140	360	2,500	-
<b>Subtotals - Canon for Cong. Dev. &amp; Mission</b>	<b>125,346</b>	<b>94,799</b>	<b>30,547</b>	<b>125,346</b>	<b>-</b>

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680 Administrative Staff	489,608		373,875	115,733		463,483		430,971	
680a Employment Taxes	67,811		51,571	16,240		64,192		83,125	
682 Retired Clergy Chaplain	1,500		-	1,500		1,500		1,500	
690 Health Insurance	321,204		216,272	104,932		321,204		321,204	
691 Dental Insurance	16,253		11,176	5,077		16,118		15,960	
692 Life Insurance	3,107		1,926	1,181		2,964		2,964	
693 Long/Short Term Disability	3,000		1,845	1,155		3,000		3,000	
694 Pensions	212,224		167,802	44,422		197,910		208,241	
<b>Subtotals - Administrative Staff</b>	<b>1,114,707</b>		<b>824,467</b>	<b>290,240</b>		<b>1,070,371</b>		<b>1,066,965</b>	
<b>Subtotals - Diocesan Staff</b>	<b>2,289,846</b>	<b>49.9%</b>	<b>1,694,329</b>	<b>595,517</b>		<b>2,172,406</b>	<b>50.3%</b>	<b>2,191,405</b>	<b>55.4%</b>
<b>Diocesan Obligations</b>									
<i>Episcopal Election &amp; Transition</i>									
698 Search Committee	-		864	(864)		-		-	
699 Transition Committee	110,000		47,390	62,610		-		-	
<i>Finance</i>									
700 Insurance & Bonding	65,000		56,167	8,833		65,000		65,000	
701 Audit	40,000		-	40,000		40,000		40,000	
702 Legal	5,000		19,269	(14,269)		5,000		5,000	
<i>Facilities</i>									
710 Property Maintenance	15,000		18,928	(3,928)		15,000		20,000	
711 Utilities	23,000		17,431	5,569		23,000		23,000	
712 Capital Improvements	5,000		-	5,000		5,000		5,000	
713 Equipment	10,000		5,243	4,757		10,000		10,000	
714 Furniture	1,200		1,378	(178)		1,200		1,200	
715 Telephone	12,500		9,021	3,479		12,500		12,500	
716 Office Supplies	8,500		5,707	2,793		8,500		8,500	
717 Printing & Postage	7,000		3,296	3,704		7,000		7,000	
718 Meeting Expenses	3,000		-	3,000		3,000		3,000	
719 General Management	31,000		28,320	2,680		31,000		31,000	
720 Hospitality	6,000		9,628	(3,628)		6,000		12,000	
721 IT Maintenance & Support	51,266		27,231	24,035		51,266		60,000	
722 Leased Equipment	55,680		32,521	23,159		55,680		55,680	
723 Computer Software & Supplies	21,356		12,640	8,716		21,356		21,356	

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<i>General Obligations</i>									
730 Retired Clergy Health Ins.	65,086		54,373			65,086		65,086	
731 Widows/Orphans Health Ins.	18,914		5,221			18,914		18,914	
Combined	84,000		59,594	24,406		84,000		84,000	
732 Retired Clergy Fund	15,000		1,571	13,429		15,000		15,000	
734 Widows/Orphans Fund	16,000		-	16,000		16,000		16,000	
<b>Subtotals - Diocesan Obligations</b>	<b>585,502</b>	<b>12.8%</b>	<b>356,199</b>	<b>229,303</b>		<b>475,502</b>	<b>11.0%</b>	<b>495,236</b>	<b>12.5%</b>
<b>Total Outlays</b>	<b>4,584,998</b>	<b>100.0%</b>	<b>3,171,226</b>	<b>1,413,772</b>		<b>4,315,043</b>	<b>100.0%</b>	<b>3,954,816</b>	<b>100.0%</b>
<b>Net Revenue Less Outlays</b>	<b>-</b>		<b>(145,165)</b>	<b>145,165</b>		<b>-</b>		<b>-</b>	